



# ELARBEE THOMPSON

Labor, Employment and Complex Litigation Specialists



## Douglas H. Duerr

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For more than 25 years, Douglas has focused on providing individualized advice and counseling to companies throughout the United States. He has built a long track record of success representing numerous clients in administrative proceedings with the OFCCP, NLRB, EEOC, OSHA and other Department of Labor agencies at the federal and state level. When litigation does occur, Douglas's experience has translated into successful representation of companies in jury trials, appeals and arbitrations. He has worked with clients in a wide variety of industries, including retail, service, hospitality, manufacturing, government contractors and the public sector.

### EDUCATION

J.D., *cum laude*, Mercer University,  
1989

B.A., University of the South, 1986

### PRACTICE AREAS

Class & Collective Action  
Complex Litigation  
Employment Law  
Immigration  
Labor Relations  
Unfair Competition  
Wage and Hour

### ASSOCIATIONS

American Bar Association  
State Bar of Georgia  
American Immigration Lawyers  
Association

### AWARDS

Georgia Trend Magazine's Legal Elite  
Super Lawyer  
Best Lawyers® in America

### ADMITTED TO PRACTICE

Georgia

### CIVIC & COMMUNITY SERVICE

Pro Bono Partnership of Atlanta

## REPRESENTATIVE MATTERS

### Hospitality and Service Industry

Douglas has worked with a number of restaurant chains on “front of the house” and “back of the house” issues. He has defended numerous hospitality employers in a variety of states in connection with alleged wage and hour and wage payment claims.

### Trade Secrets and Restrictive Covenants

Douglas has extensive, nationwide experience in helping companies prepare restrictive covenants and develop protections for trade secrets in many states including California, Florida, Georgia, South Carolina, North Carolina and Texas. In addition to such preventive steps, Douglas helps clients protect against unfair competition by former employees and prevent the misappropriation of trade secrets and confidential information.

### Wage and Hour

With over 20 years of hands-on experience defending collective actions, Douglas has a long history of defending employers in the manufacturing, retail, and hospitality industries against claims of misclassification, as well as claims for failure to pay minimum wage. Due to his expertise, he is frequently asked to speak on wage and hour compliance and regularly advises employers on issues, such as overtime, minimum wage and exempt status. Douglas is a Contributor to the treatise *Kearns, Fair Labor Standards Act* (1st ed. 1999) and served for many years as a Chapter Editor for the annual updates with a strong focus on dealing with litigation. Douglas is able to use his extensive experience effectively in defending employers against collective actions by focusing on the quick resolution of class membership issues, fundamental wage hour issues and complex litigation strategies.